

Eye on ESI

TRU Staffing Partners & ACEDS

September 12, 2024



Privacy, Ediscovery, & Cybersecurity Staffing

ICYMI!!

2024 eDiscovery Jobs Report



DOWNLOAD NOW

What's Included:

- Contract vs. Direct Hire Analysis
- Remote vs. Hybrid vs. In-office Analysis
- Law Firm Salary Averages
- Vendor Salary Averages
- Speed of Hire Metrics
- Offer Acceptance Likelihood
- ESI Sales Talent
- ESI Job Seeker Motivations
- And More!



Top 5 Hottest Jobs

Interested?



Michael Fox
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eDiscovery Project Manager – Direct Hire

We're looking for an eDiscovery Project Manager to join a leading eDiscovery services firm #fullyremote. Manage projects from start to finish, collaborate with stakeholders, and ensure top-notch outcomes. Must have Reveal experience. Experience in Relativity is a plus!

Forensic Technology Manager – Direct Hire

Join a leading international law firm's Forensic Technology team as an eDiscovery Project Manager. If you have Relativity experience (RCA preferred), coding skills, and a tech background, this hybrid role in NYC, DC, or Houston could be for you!

Information Governance & Records Manager – Direct Hire

Oversee records management programs & info governance at a top law firm. Must have a bachelor's, law firm experience, & strong leadership skills. IGP or data privacy certs a plus! Join a diverse, inclusive team.

No-Fault Data Entry Clerk – Direct Hire

Seeking a No-Fault Data Entry Clerk for a prestigious law firm in Uniondale, Long Island. Must be detail-oriented, organized, and a great team player. Responsibilities include email processing, e-filing, and database updates.

Managing Discovery Attorney – Direct Hire

Oversee a team of 100, manage resources, and lead ESI strategies across NYC & DC. Key role in eDiscovery with a mix of leadership and technical responsibilities. Must be NY-barred & have strong eDiscovery expertise.



What's Happening? TRU Trends

September 2024

- Every ESI job seeker who accepted a position in August had a **minimum of two offers to consider**
- **Vendors** generally are **capping PM salaries** for new hires at **\$125K** (Senior PMs cap at \$150K)
- TRU received **more job orders in the last two weeks of August** than in June, July, and the first two weeks of August combined
- **Speed of hire for executives** is the **slowest** it's been in almost a decade
- **Direct hire/FTE has surpassed contract staffing** in ESI at a 75% to 25% ratio
- Less than **5% of law firms allow fully remote** new hires and less than **5% of vendors require in-office attendance**
- The best way to secure a **fully remote position is on contract or at a service provider/vendor**
- **Increases in base salary** at the point of hire are the **lowest** they have been **in 4 years**

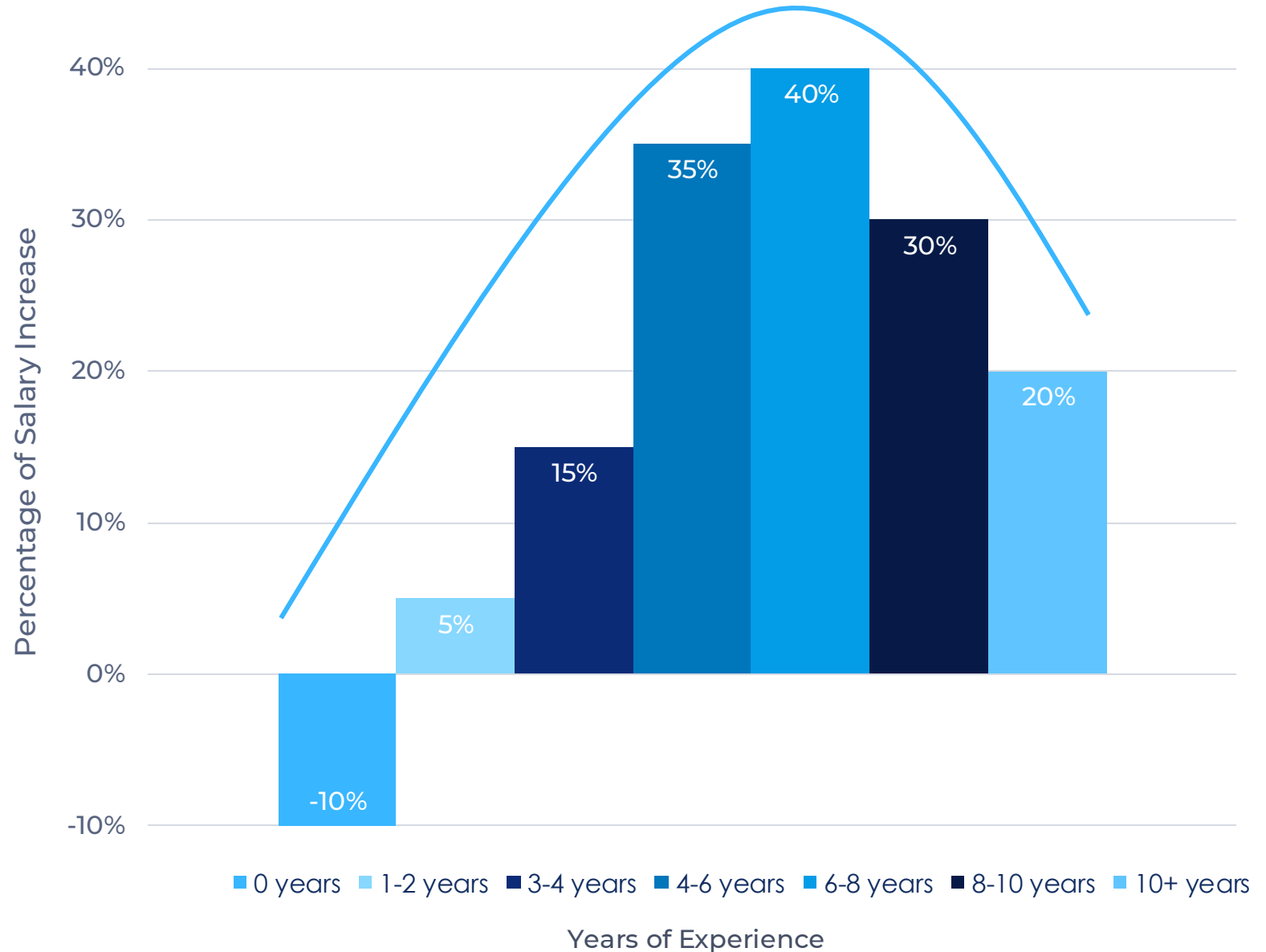


2022

6-10+ years' experience
in highest demand but
lowest relative supply

20-40% base
compensation increase
for midmarket and
executive professionals
at point of hire in 2022

Percentage of Salary Increase Based on Years
of Experience at Point of Hire (2022)

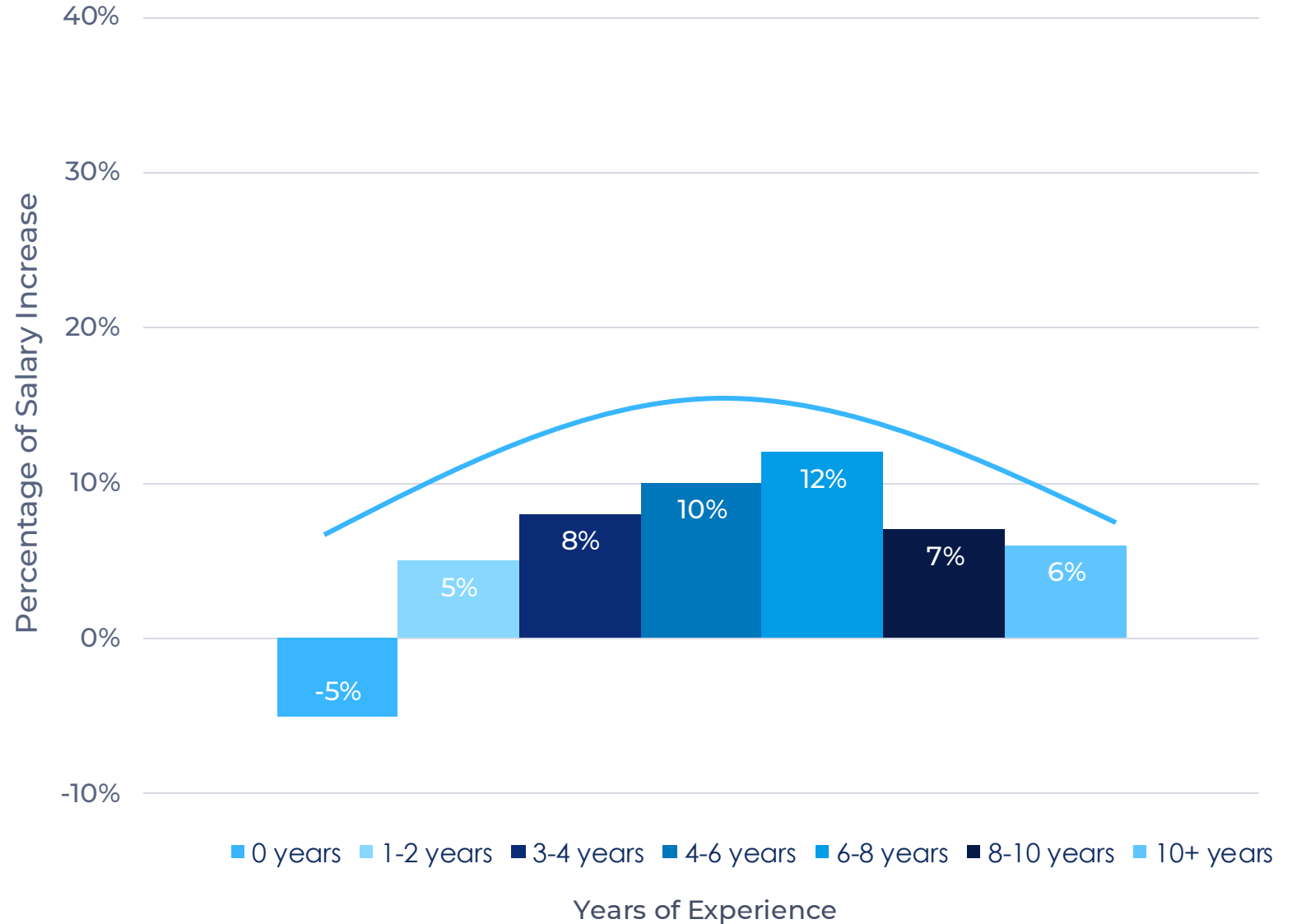


2024

3-8 years' experience in highest demand but lowest relative supply

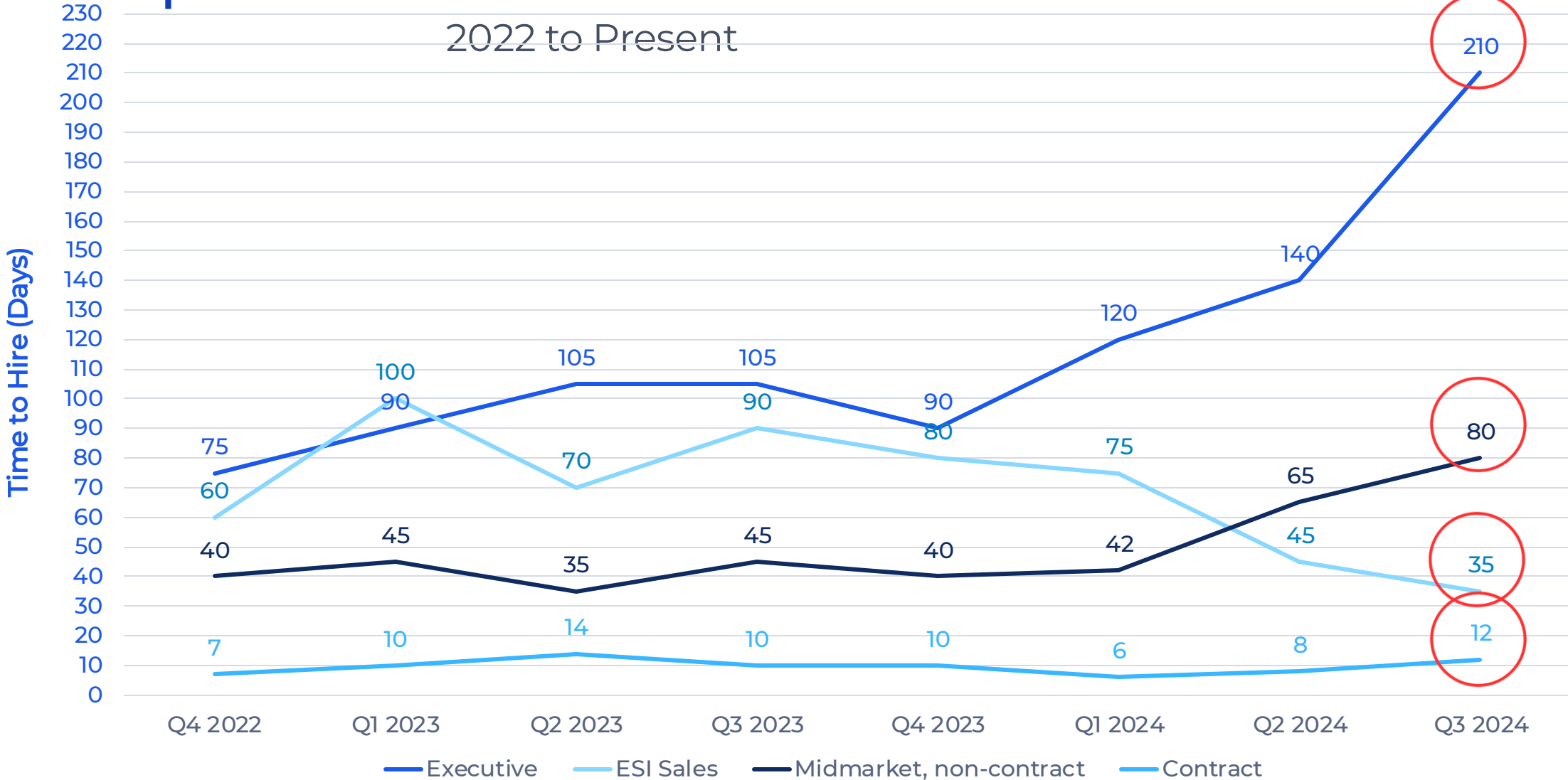
9% base compensation increase on average for point of hire ESI professionals

Percentage of Salary Increase Based on Years of Experience at Point of Hire (2024 YTD)



Speed of Hire for ESI

2022 to Present

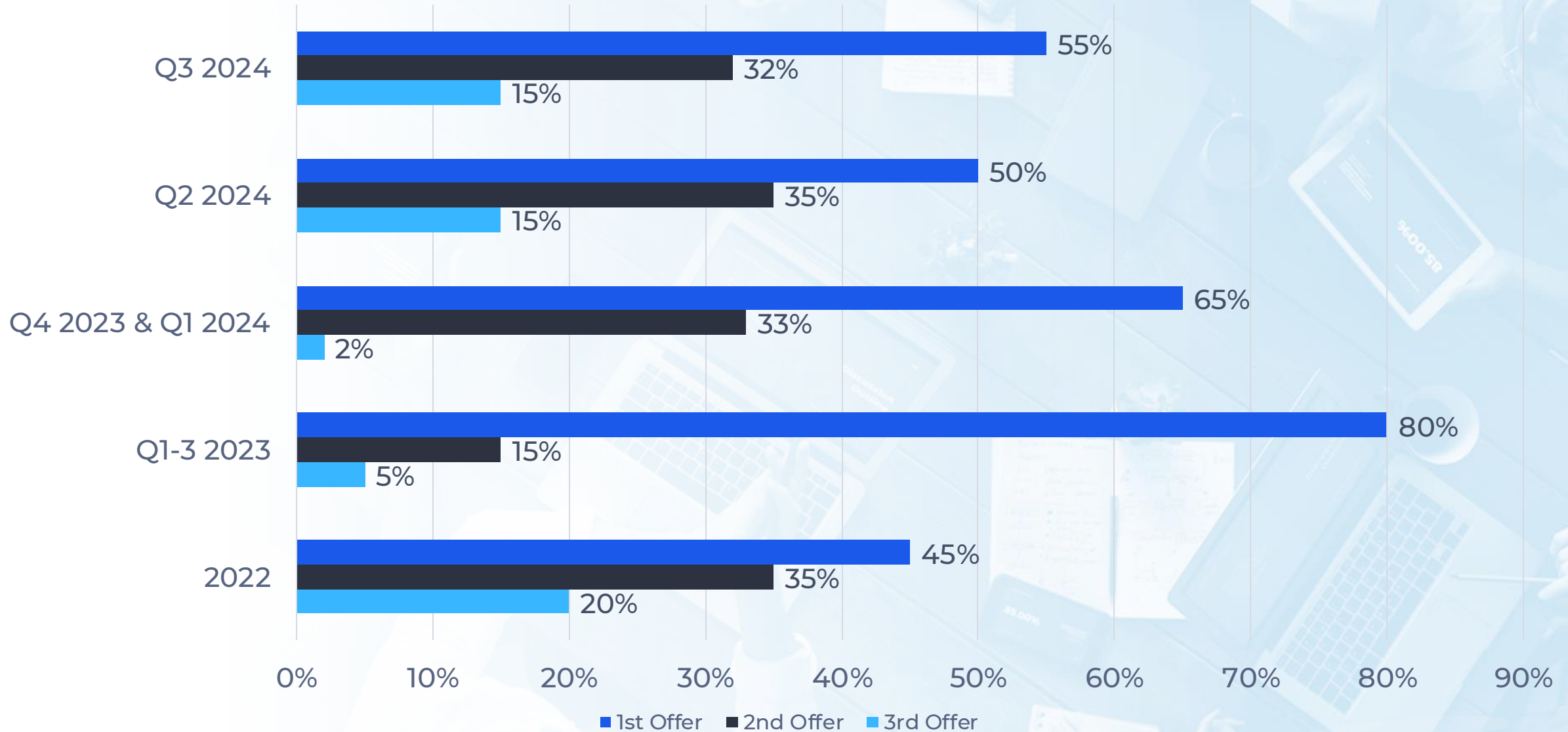


*from resume sent to verbal offer accepted

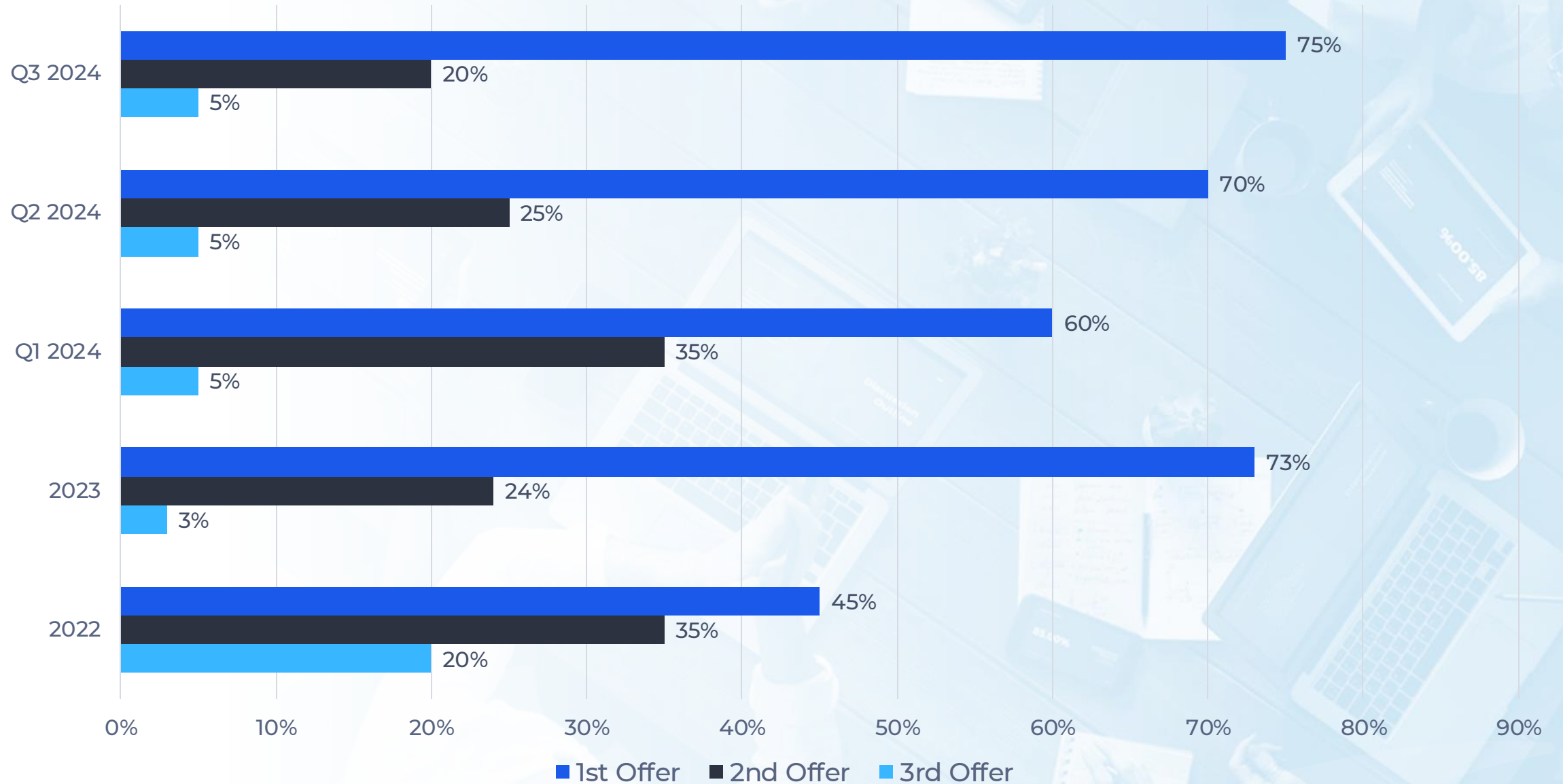
○ = No. of days until a candidate likely starts receiving other offers



Offer Acceptance Likelihood ESI

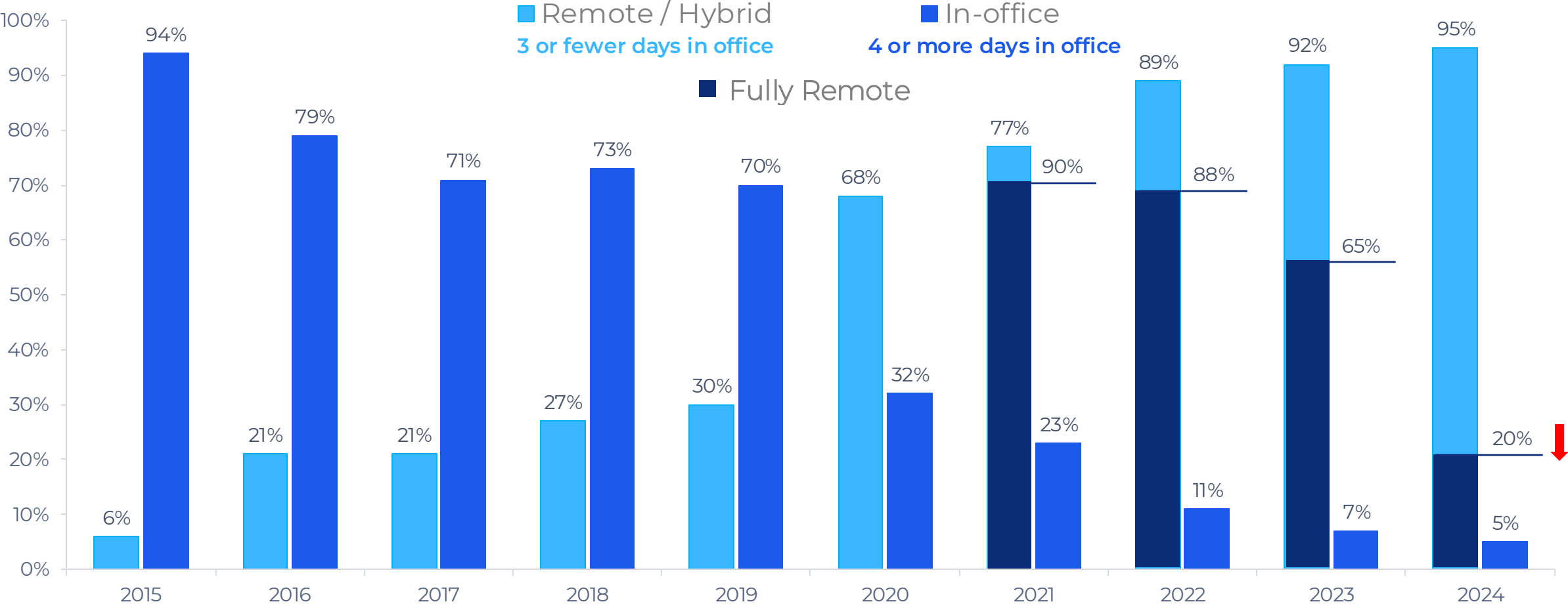


Offer Acceptance Likelihood Privacy



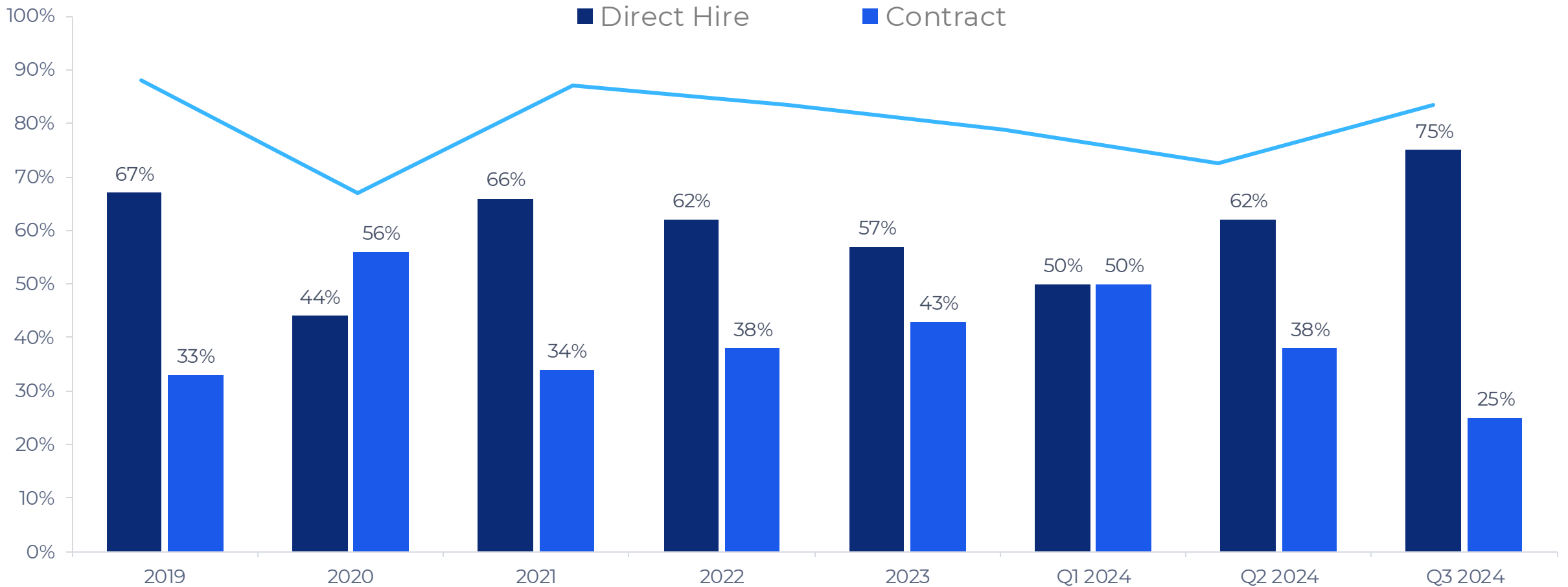
Remote/Hybrid vs In-Office

Based on Offers Accepted



Contract vs Direct Hire For ESI (2019 to Present)

Based on Offers Accepted



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